

will enter the following statement in Part Vb: "Exempt from APFT requirement IAW AR 40-501".

c. Detailed instructions for completing height and weight entries are as follows:

(1) In the space after Height and Weight the rater will enter (typed) the rated officer's height and weight respectively as of the units last weigh-in. If there is no weigh-in during the period covered by the report, the rater will enter the officer's height and weight as of the "thru" date of the OER. An entry of "YES" or "NO" will be placed in the space next to the weight to indicate compliance or noncompliance with AR 600-9. Sample entries are: "HEIGHT: 72 WEIGHT: 180 YES", "HEIGHT: 71 WEIGHT: 225 NO", or "HEIGHT: 73 WEIGHT: 215 YES".

(2) For an officer who exceeds the screening table weight a "YES" entry may only be entered after a body fat measurement has been completed and he or she is found to be within body fat standards.

(3) The rater will comment on a "NO" entry, indicating noncompliance with the standards of AR 600-9 in Part Vb. These comments should indicate the reason for noncompliance; medical conditions may be cited for noncompliance, however, the "NO" entry is still required because medical waivers to weight control standards are not permitted for evaluation report purposes. The progress or lack of progress in weight control programs should be indicated.

(4) For pregnant officers, the entire entry is left blank. The rater will enter the following statement in Part Vb: "Exempt from weight control standards of AR 600-9".

3-19.2. Part IVd Junior Officer Developmental Support Form

a. If the rater rates any LTs/WO1s, he or she places a "x" either in the "yes" or "no" box to indicate compliance with the requirements of the JODSF (DA Form 67-9-1a). The JODSF rater's responsibilities are described in paragraph 3-12.

b. If the rater does not rate any LTs/WO1s, he or she places an "x" in the "NA" box.

c. Comments are mandatory for a "no" entry and are written in Part Vb.

3-20. Part V, Performance and Potential Evaluation (Rater)

a. Part V of the form provides for the rater's evaluation of the rated officer's performance and potential. (These evaluations are further defined in para 1-10.)

b. Detailed instructions for this part are as follows:

(1) Part Va. The rater compares the rated officer's performance and potential for promotion with that of his or her contemporaries (para 1-10). The focus is on results achieved and the manner by which they were achieved. The rater places an "x" in the appropriate box. The "Other" box in Part Va is for cases that do not fit the promotion recommendations that are given. For example, this box may be used for warrant officers in grade CW5. The rater may use the "Other" box for colonels (0-6) if he or she wishes to recommend retention on active duty without advocating promotion to brigadier general. The "Other" box may also be used for those reports made according to paragraph 3-45, if the rater decides it is appropriate. This box may not be used with entries in Part Vb as a gimmick to highlight promotion recommendations. These recommendations are more appropriately described by other boxes.

(2) Part Vb. The rater comments on specific aspects of performance and potential. These comments are mandatory. As a minimum, the comments should address the key items mentioned in the duty description in Part III and, as appropriate, the duty description, objectives and contributions portions of the OER support form. Evaluation of potential consists of an assessment of the rated officer's ability to perform in positions of greater responsibility. Comments should be specific and address, as appropriate, the officer's potential for promotion, military and civilian schooling, specific assignment (both in terms of level of organization and level of responsibility), and command. Comments regarding separation

should be reserved for the rated officer's final active duty report. If the report is not a final active duty OER, comments concerning separation are permitted only if the rated officer has an approved release date or if a retirement application has been received by PERSCOM. If the rated officer is retiring, or is being released to the U.S. Army Reserve (USAR) after 20 or more years of active duty, the rater will indicate the grade and assignment for which the officer should be recalled to active duty in the event of mobilization (e.g., grade of colonel, installation DPCA). This recall statement applies only if the OER is the rated officer's final active duty report.

(3) Part Vc. (Completion of this block concerning unique skills is optional.)

(a) The rater will provide narrative comments indicating any unique skills/expertise which the rated officer possesses. The rater should focus on identifying any ability of special value to the Army which may not be evident in other areas of an officer's personnel file. This may include a detailed understanding of a particular technological application, a specialized expertise in an aspect of the Army's mission, or an in-depth understanding of a foreign culture. Some of the types of unique skills to consider are:

1. Simulations
2. Language proficiency/fluency
3. Special computer skills
4. Advanced technical degree
5. Special resource management skills
6. Special writing skills (published author)

(b) Upon implementation of the Officer Personnel Management System (OPMS) XXI, rater's must enter a recommended Career Field for all Army Competitive Category CPTs through LTCs.

3-21. Part VI, Intermediate Rater (if applicable)

a. This section is for the intermediate rater's evaluation of performance and potential, if applicable. This is the only part of the report that is completed by the intermediate rater.

b. Narrative comments by the intermediate rater are mandatory. Simply stating concurrence with the rater's evaluation does not fulfill the intent of this paragraph. If the intermediate rater has not been in the position the minimum number of days necessary to evaluate the rated officer, he or she will enter the following statement: "I am unable to evaluate the rated officer because I have not been (his or her) intermediate rater for the required number of days."

c. If the intermediate rater performs the functions of the rater, as authorized in paragraph 2-20b, he or she will complete the rater's parts of the form. In this case, Part VI will only cite the authority and reasons for assuming the rater's responsibilities.

3-22. Part VII, Senior Rater

a. Part VII of the DA Form 67-9 provides for the senior rater's evaluation of the rated officer's performance and potential and is intended to capitalize on the senior rater's additional experience, broad organizational perspective, and tendency to focus on the organizational requirements and actual performance results. To assist the senior rater, information on the rated officer is contained on DA Form 67-9-1 and is intended to supplement more traditional means such as personal observation, reports and records, other rating officials, etc. To ensure that the senior rater is a senior official with a broad organizational perspective, minimum requirements are set forth in paragraph 2-6.

b. In evaluating the whole officer, rating officials may consider the fact that an officer is in a zone of consideration for promotion, command, or school selection. Accordingly, a subsequent statement from a rating official that he or she rendered an inaccurate "center of mass" or lower evaluation of a rated officer's potential in order to preserve "above center of mass" ratings for other officers (e.g. those in a zone for consideration for promotion, command, or school selection) will not be a basis for appeal.

c. The senior rater's evaluation is made by comparing the rated officer's performance and potential with all other officers of the same grade the senior rater has rated or will rate, (First and Second Lieutenants are compared separately and will be tracked separately